

(Don't) Take it Easy: Which Job Offers Get Rejected and Why?

Abstract

Despite the ubiquity of job interviews, whether they affect workers' perceptions of the hiring employer remains unknown. Studying 1.5 million interview reports from Glassdoor, we present clear evidence they do. High-paying jobs are increasingly rejected after easy interviews, low-paying jobs after difficult ones. Accepting an offer is unrelated to others' perceptions of interview difficulty, instead reflecting one's own interview experience. Easy interviews appear to convey poor "fit" and those who ultimately accept offers following easy interviews are less satisfied with their jobs and exit sooner. Evidently, just as employers use interviews to screen candidates, they allow workers to screen firms.

Jason Sockin

Assistant Professor at The ILR School at Cornell University